

HOUSE COMMITTEE ON LABOR & PUBLIC EMPLOYMENT

The Honorable Aaron Ling Johanson, Chair
The Honorable Stacelynn K.M. Eli, Vice Chair

**H.C.R. NO. 29, REQUESTING THE AUDITOR TO CONDUCT A PERFORMANCE
AUDIT OF STATE HUMAN RESOURCE MANAGEMENT PERSONNEL**

**H.R. NO. 34, REQUESTING THE AUDITOR TO CONDUCT A PERFORMANCE
AUDIT OF STATE HUMAN RESOURCE MANAGEMENT PERSONNEL**

Hearing: Tuesday, March 19, 2019, 9:35 a.m.

The Office of the Auditor has **no position** regarding H.C.R. No. 29 and H.R. No. 34, which require the auditor to “conduct a performance audit of state human resource management personnel.” **However, we have concerns about our ability to do the requested work.**

H.C.R. No. 29 and H.R. No. 34 require, among other things, that we examine the functions and responsibilities of and services provided by human resource management personnel within each state department. Additionally, the resolutions require that we provide recommendations regarding improvements to benefit the workplace, public employees, and government services; mandating minimum standards for education, certification, training, and continuing education for human resource management personnel necessary to protect the health and safety of public employees; and a standardized, statewide system of policies and procedures for resolving employee complaints.

Although characterized as an audit, we believe the requested work is outside of the scope of the typical audit process. Simply put, performance audits assess a department or program’s present performance and whether practices an agency has in place comply with current statutes, administrative rules, policies, procedures, and best practices. While our office may provide recommendations as part of a performance audit, those recommendations are typically limited to specific audit findings. We believe expanded work and specific expertise will be required to suggest generalized improvements, set minimum standards, establish a system for receiving and resolving complaints, and to generally provide the broader review this bill seeks.

Additionally, the scope of the audit is very broad. If the committee is inclined to pass the bill, we would request that the committee narrow the scope of the requested audit – i.e., the committee should consider identifying the specific department to be assessed – and consider providing clarification regarding the definition of “human resources management.”

Thank you for considering our testimony related to H.C.R. No. 29 and H.R. No. 34.



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION

AFSCME Local 152, AFL-CIO

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LATE

The Thirtieth Legislature, State of Hawaii
House of Representatives
Committee on Labor and Public Employment

Testimony by
Hawaii Government Employees Association

March 19, 2019

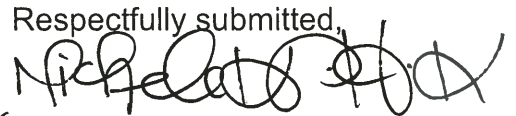
H.C.R. 29 and H.R. 34 – REQUESTING THE AUDITOR TO
CONDUCT A PERFORMANCE AUDIT OF STATE HUMAN
RESOURCE MANAGEMENT PERSONNEL

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO supports the intent of H.C.R. 29 and H.R. 34 which requests the Auditor to conduct a performance audit of state human resource management personnel.

Human resource management is an important component of every workplace and is an especially critical asset for the State due to the sheer size, diversity, and complexity of the state's workforce. As of its June 20, 2018 workforce profile, the Department of Human Resources Development employed over 48,000 employees in civil service and exempt positions, ranging from public education to health and safety. As the Exclusive Representative to 8 bargaining units, we represent a majority of these employees both at the negotiations table and via contract administration, therefore we support the provisions of the audit that examine the responsibilities, structure and operations of human resources within each state department, as well as a comprehensive review of the policies and procedures. Further we believe that both the Employer and the employees will benefit from recommendations to improve the workplace and mandate standards for training and continuing education for human resource management personnel.

Thank you for the opportunity to submit testimony in support of H.C.R. 29 and H.R. 34.

Respectfully submitted,


for Randy Perreira
Executive Director